

A Little ProComp History

In 1999, DPS and the Denver Classroom Teachers Association (DCTA) agreed to create a Pay-for-Performance pilot that would assess whether student achievement could be improved by paying teachers incentives for meeting objectives they set with their principals. After two years of the pilot, DPS and the DCTA then agreed to enhance the salary system by including significant teacher incentives for driving increased student achievement, for developing professional skills and knowledge and for meeting specific needs of the district or particular students.

In 2002, the Joint Task Force on Teacher Compensation was formed to design ProComp, which was rolled out in the fall of 2003, and voted into place by members of the DCTA and the Board of Education in March 2004. Hundreds of teachers, SSPs and administrators collaborated to expand ProComp's initial framework and implement it.

In Nov. 2005, Denver voters approved an increase in the annual mill levy which raises an estimated \$25 million, adjusted for inflation, to fund ProComp. The money raised is placed in a trust fund to pay ProComp incentives and related expenses. The system's oversight committee of DPS, the DCTA and community representatives is charged with ensuring its long-term financial viability.

In 2008, the ProComp system was significantly expanded to increase incentives for driving student achievement and serving in High Needs Schools and Hard to Staff Assignments. As a result, annual incentives under ProComp increased from around \$6 million to over \$30 million.

Due to its success, many districts and states are now studying Denver's balanced, results-based approach to teacher compensation.